

The logo for "Rainbow Talk" features the words "Rainbow" and "Talk" in a cursive, handwritten-style font. The text is color-graded, with "Rainbow" transitioning from orange to red and "Talk" transitioning from red to blue. To the right of the text is a circular graphic composed of concentric, slightly irregular lines in a rainbow color palette (red, orange, yellow, green, blue, purple).

**Innovative**  
Resources

## Creating Safe Spaces for Conversations

People can experience strong vulnerabilities, painful memories and raw emotions during conversations about identity and diversity. Facilitators can help create safe spaces by beginning with the green cards (the 'openers') and by considering the following questions:

- What can you discover by experimenting with the cards yourself first?
- Are you familiar with all the words used on the cards?
- Have you read the booklet, especially the section on creating safe spaces?
- How well do you know the person or group using the cards?
- Is advance notice (or permission) needed before the conversation begins?
- Do participants understand the topic and purpose of the conversation?
- Are there cultural, emotional, language or literacy factors to consider?
- Will name tags include a space for the pronouns people use?
- How will you and the group establish 'ground rules' before beginning?
- How will people's dignity, privacy and rights be protected?
- Does everyone know they have the 'option to pass'?
- How will people be supported if powerful emotions or disrespect arise?
- What do the participants themselves say will help them feel safe?
- How will quiet voices be heard?
- Will you make a list of LGBTIQ support services available to everyone?
- What activities will you plan?
- Do you have a 'Plan B' if the conversation doesn't go well?
- Is any follow up required?

Please see our free video '*Reminders for Creating Safe Spaces*' on our website [www.innovativeresources.org](http://www.innovativeresources.org)

**I feel safe to talk  
about personal  
things when...**

**We can show  
respect for each  
other by...**

Everyone  
deserves respect

**I would like  
to know more  
about...**

**We can listen to  
less dominant  
voices by...**



Everyone  
deserves respect

**It's only ok to  
ask people about  
their body or  
identity if...**

Everyone  
deserves respect

**Words are  
powerful,  
therefore...**

Everyone  
deserves respect

**I can welcome  
different  
ideas by...**

**Some things  
everyone has in  
common are...**

**EVERYONE DESERVES RESPECT**

# **PEOPLE IDENTIFY WITH DIFFERENT GENDERS INCLUDING...**

**TRANSGENDER  
MALE  
FEMALE  
AGENDER  
NON-BINARY  
GENDER FLUID**

**CISGENDER  
SISTERGIRL  
BROTHERBOY  
TWO SPIRIT  
QUEER  
QUESTIONING**

Everyone deserves respect

# PEOPLE IDENTIFY WITH DIFFERENT SEXUALITIES INCLUDING...

GAY  
LESBIAN  
STRAIGHT  
HETEROSEXUAL  
PANSEXUAL  
QUEER

HOMOSEXUAL  
BISEXUAL  
ASEXUAL  
SKOLILOSEXUAL  
QUEER  
QUESTIONING

Everyone deserves respect

*People may not  
identify with the  
gender they were  
assigned at  
birth because...*

I can't assume  
anything about a  
person's body or  
identity because...

Everyone deserves respect

Everyone deserves respect

# Pronouns matter because...

she/her

he/him

ze/zir

they/them

ze/hir

xe/xem

**Pronoun** - a word that can function as a noun phrase used by itself and that refers either to the participants in the discourse (e.g. I, you ) or to someone or something mentioned elsewhere in the discourse (e.g. she, it, this ).

EVERYONE DESERVES RESPECT

Some words I don't really  
know the meaning of are...

cisgender  
intersex  
queer  
transgender  
sistergirl

brotherboy  
pansexual  
genderfluid  
queer  
questioning

Everyone deserves respect

# Some differences between gender, sexuality and biological sex are...

Everyone deserves respect

EARLY MESSAGES I  
RECEIVED ABOUT GENDER,  
BIOLOGICAL SEX AND  
SEXUALITY INCLUDE...

Everyone deserves respect

My beliefs  
about gender,  
biological sex  
or sexuality  
were strongly  
influenced by...

*Everyone Deserves Respect*

**One way my  
attitude to gender,  
biological sex  
or sexuality has  
changed is...**

*Everyone Deserves Respect*

# EVERYONE'S BODY IS DIFFERENT, THEREFORE...

- > HORMONES
- > CHROMOSOMES
- > SEX VARIATIONS
- > INTERSEX
- > GENITALS
- > MALE
- > FEMALE
- > BIOLOGY
- > ANATOMY

**Everyone Deserves Respect**

**A PERSON'S  
IDENTITY IS  
MADE UP OF  
MANY THINGS  
INCLUDING...**

*One person who  
inspires me with  
how they express  
their identity is...*

**EVERYONE DESERVES RESPECT**

My sense of  
identity  
shifted when...

EVERYONE DESERVES RESPECT

**SOME WAYS  
PEOPLE CAN BE  
ADVANTAGED  
BY THEIR  
IDENTITY  
INCLUDE...**

**SOME WAYS  
PEOPLE CAN BE  
DISADVANTAGED  
BY THEIR  
IDENTITY  
INCLUDE...**

SOCIETY  
AND CULTURE  
CAN REINFORCE  
PREJUDICE BY...

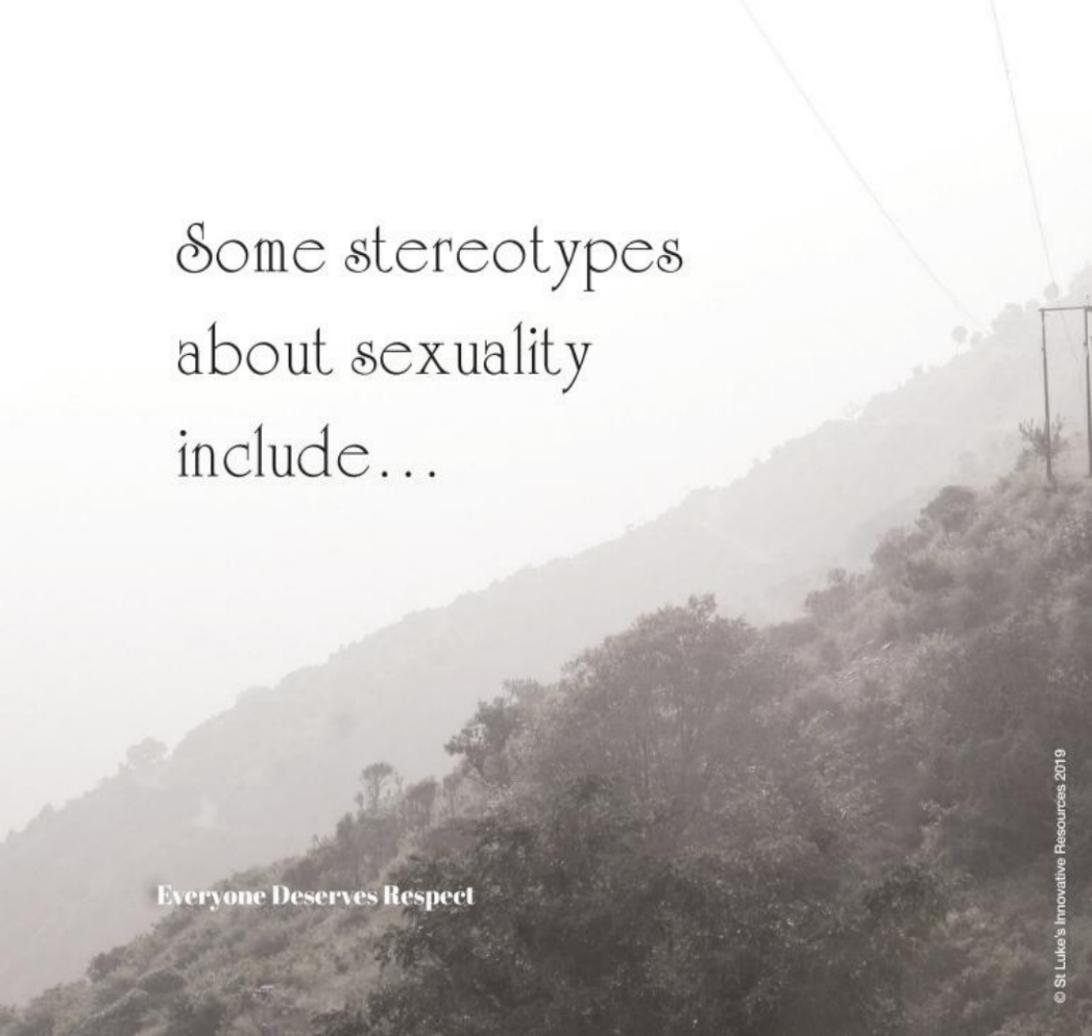
EVERYONE DESERVES RESPECT

Other  
people's  
assumptions  
& expectations  
can...

EVERYONE DESERVES RESPECT

A GENDER  
STEREOTYPE  
I HAVE  
EXPERIENCED  
IS...

**Everyone Deserves Respect**



Some stereotypes  
about sexuality  
include...

**Everyone Deserves Respect**

Some  
stereotypes  
about  
**biological**  
sex include...

**Everyone Deserves Respect**

# LABELLING PEOPLE CAN...

EVERYONE DESERVES RESPECT

HUMAN RIGHTS, EQUAL OPPORTUNITY,  
SAFETY, DISCRIMINATION, HARASSMENT,  
VILIFICATION, ABUSE, VIOLENCE

**IT IS UNLAWFUL TO...**

EVERYONE DESERVES RESPECT

EVERYONE DESERVES RESPECT

WE CAN CHALLENGE  
DISADVANTAGE AND  
DISCRIMINATION BY ...

EVERYONE DESERVES RESPECT

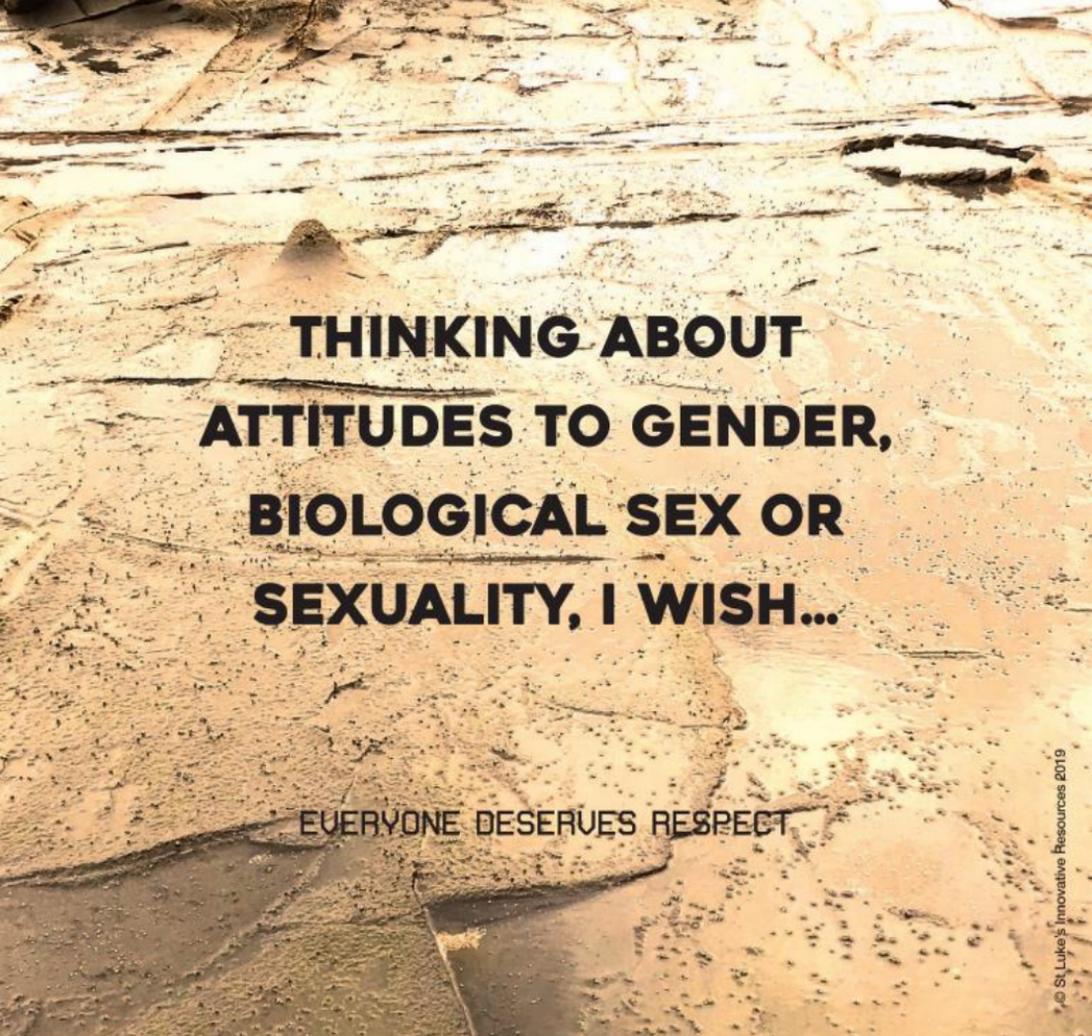
**SOME THINGS PEOPLE  
MIGHT EXPERIENCE  
WHEN DISCLOSING  
THEIR GENDER,  
BIOLOGICAL SEX OR  
SEXUALITY INCLUDE...**

**I CAN SUPPORT SOMEONE  
WHO IS CHANGING HOW  
THEY EXPRESS THEIR  
IDENTITY BY...**

**EVERYONE DESERVES RESPECT**

I CAN BE AN ALLY TO  
PEOPLE OF DIVERSE  
IDENTITY BY...

EVERYONE DESERVES RESPECT



**THINKING ABOUT  
ATTITUDES TO GENDER,  
BIOLOGICAL SEX OR  
SEXUALITY, I WISH...**

**EVERYONE DESERVES RESPECT**

The background is a watercolor-style wash of colors, primarily red and orange, with some yellow and brown tones. The colors are blended and textured, creating a warm, artistic feel.

When it comes  
to diversity, I  
hope the next  
generation...

EVERYONE DESERVES RESPECT

# **Schools and workplaces can show respect for diversity by...**

EVERYONE DESERVES RESPECT

DIVERSITY  
ENRICHES OUR  
COMMUNITY  
BY...

EVERYONE DESERVES RESPECT

We can  
celebrate  
diversity by...

Everyone Deserves Respect